



New Mexico State Personnel Office

2600 Cerrillos Road
Santa Fe, New Mexico 87505-0127

Classification Description

CONSTRUCTION LABORERS

Class Title	Class Code	Pay Band	Alt Pay Band*
Construction Laborers-B	T2061B	25	
Construction Laborers-O	T2061O	25	
Construction Laborers-A	T2061A	30	

**In accordance with SPB Rule 1.7.4.10 NMAC, the assignment to alternative pay bands shall be reviewed annually to determine their appropriateness.*

Occupation Description

Perform tasks involving physical labor at building, highway, and heavy construction projects, tunnel and shaft excavations, and demolition sites. May operate hand and power tools of all types: air hammers, earth tampers, cement mixers, small mechanical hoists, surveying/measuring equipment, and a variety of other equipment/instruments. May clean and prepare sites, dig trenches, set braces to support the sides of excavations, erect scaffolding, clean up rubble and debris, and remove asbestos, lead, and other hazardous waste materials. At times assist other craft workers.

Nature of Work

Construction laborers perform a wide range of tasks from the very easy to the hazardous. They can be found at building, highway, and heavy construction sites; residential and commercial sites; tunnel and shaft excavations; and demolition sites. Many of the jobs they perform require physical strength, training, and experience.

Most construction laborers specialize in a type of construction, such as highway or tunnel construction; some are generalists who perform many different tasks during all stages of construction. Construction laborers clean and prepare construction sites. They remove trees and debris; tend pumps, compressors, and generators; and erect and disassemble scaffolding and other temporary structures. They load, unload, identify, and distribute building materials to the appropriate location according to project plans and specifications. Laborers also tend machines; for example, they may use a portable mixer to mix concrete or tend a machine that pumps concrete, grout, cement, sand, plaster, or stucco through a spray gun for application to ceilings and walls. They often help other craft workers, carpenters, plasterers, operating engineers, and masons.

Distinguishing Characteristics of Levels

Note: Examples of Work are intended to be cumulative for each progressively higher level of work. The omission of specific statements does not preclude management from assigning other duties which are reasonably within the scope of the duties.

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Basic

- Employees in this Role assist coworkers and specialty craftsmen such as carpenters in erecting scaffolding; drywall plasters in applying finishes, construction equipment operators in a variety of tasks.
- Employees perform routine physical work under close supervision.

Recommended Education and Experience for Full Performance

Eight grade education

Minimum Qualifications

Eight grade education

Operational

- Employees in this Role perform a variety of tasks related to building maintenance, grounds keeping, and highway construction projects. Duties include but are not limited to erecting scaffolding, helping drywall plasterers to apply finishes, and working with construction equipment operators.

Recommended Education and Experience for Full Performance*

Eight grade education

Minimum Qualifications

Eight grade education

Advanced

- Employees in this Role perform the most complex and physical duties under the supervision of specialty craftsmen in construction projects.
- Employees may be involved in extensive moving, cleaning, erecting equipment, repairing, loading inventory, and responding to troubleshooting reports.

Recommended Education and Experience for Full Performance

High School Diploma or GED and six (6) months of general labor or semi-skilled work experience.

Minimum Qualifications

Eight grade education.

Knowledge and Skills

*Note: This information has been produced by compiling information and documentation provided by O*NET. O*NET™ is a trademark of the U.S. Department of Labor, Employment and Training Administration.*

Knowledge

Building and Construction — Knowledge of materials, methods, and the tools involved in the construction or repair of houses, buildings, or other structures such as highways and roads.

Design — Knowledge of design techniques, tools, and principles involved in production of precision technical plans, blueprints, drawings, and models.

Mathematics — Knowledge of arithmetic, algebra, geometry, calculus, statistics, and their

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applications.

Mechanical — Knowledge of machines and tools, including their designs, uses, repair, and maintenance.

Public Safety and Security — Knowledge of relevant equipment, policies, procedures, and strategies to promote effective local, state, or national security operations for the protection of people, data, property, and institutions.

Engineering and Technology — Knowledge of the practical application of engineering science and technology. This includes applying principles, techniques, procedures, and equipment to the design and production of various goods and services.

English Language — Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.

Skills

Speaking — Talking to others to convey information effectively.

Coordination — Adjusting actions in relation to others' actions.

Statutory Requirements: Valid NM Drivers License

Conditions of Employment: Working Conditions for individual positions in this classification will vary based on each *agency's utilization, essential functions, and the recruitment needs* at the time a vacancy is posted. All requirements are subject to possible modification to reasonably accommodate individuals with disabilities.

Default FLSA Status: Non-Exempt. FLSA status may be determined to be different at the agency level based on the agency's utilization of the position.

Bargaining Unit: This position may be covered by a collective bargaining agreement and all terms/conditions of that agreement apply and must be adhered to.

Established: 07/07/2001

Revised: 09/20/2011

**Adapted from the United States Bureau of Labor Statistics and are intended to illustrate the typical education and experience required for this occupation.*

Note: Classification description subject to change. Please refer to the SPO website www.spo.state.nm.us to ensure this represents the most current copy of the description.